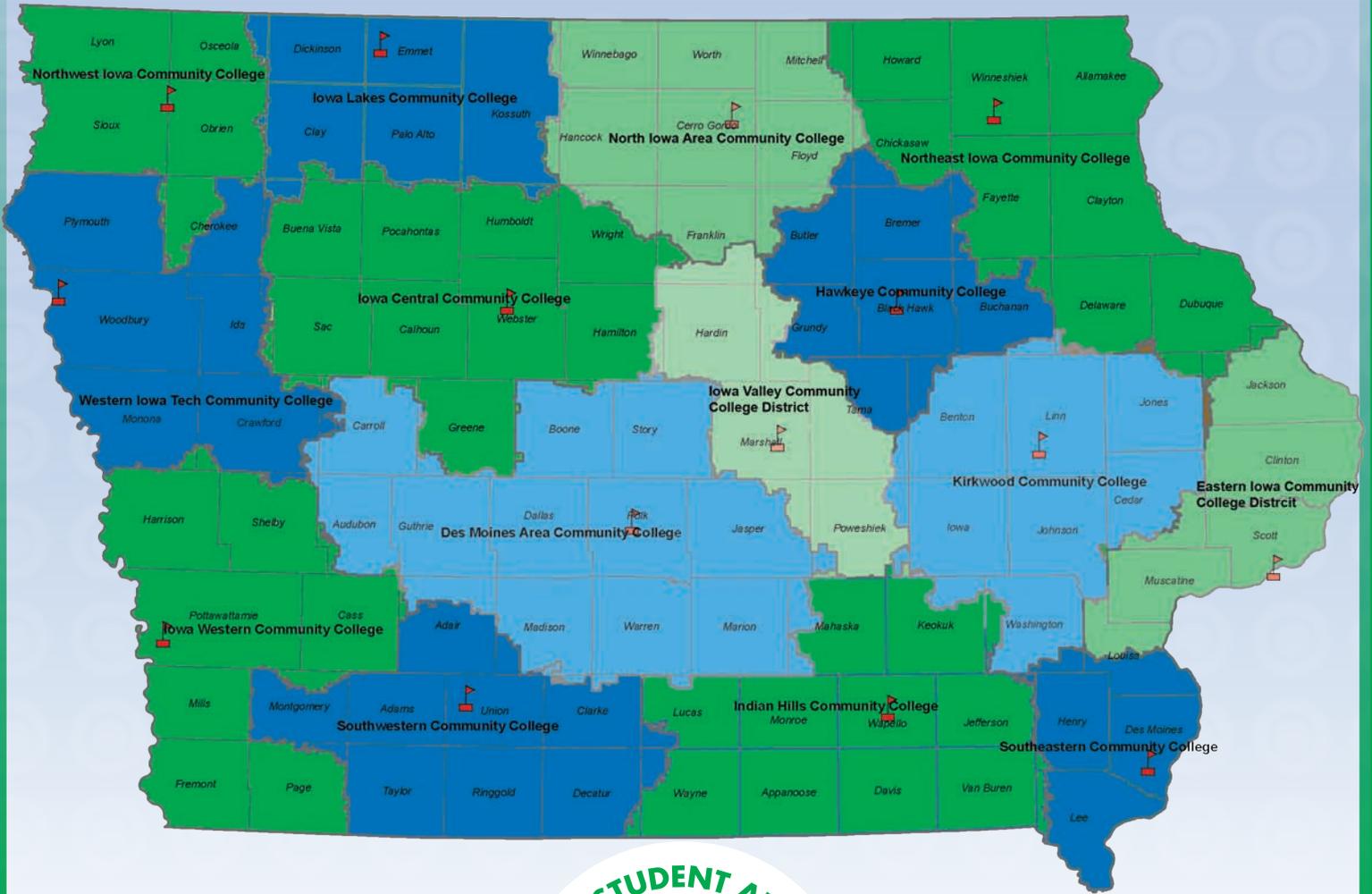


Kibbie Grant

Skilled Workforce Shortage Tuition Grant Program

Report FY 2013



State of Iowa
Iowa College Student Aid Commission
430 East Grand Avenue, Floor 3
Des Moines, Iowa
50309-1920

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Introduction - Kibbie Grant (Skilled Workforce Shortage Tuition Grant Program¹)

This report provides statewide Kibbie Grant (Skilled Workforce Shortage Tuition Grant Program) program outcomes for fiscal year 2013. The report was coordinated by the Iowa College Student Aid Commission with the assistance of Iowa's fifteen community colleges.

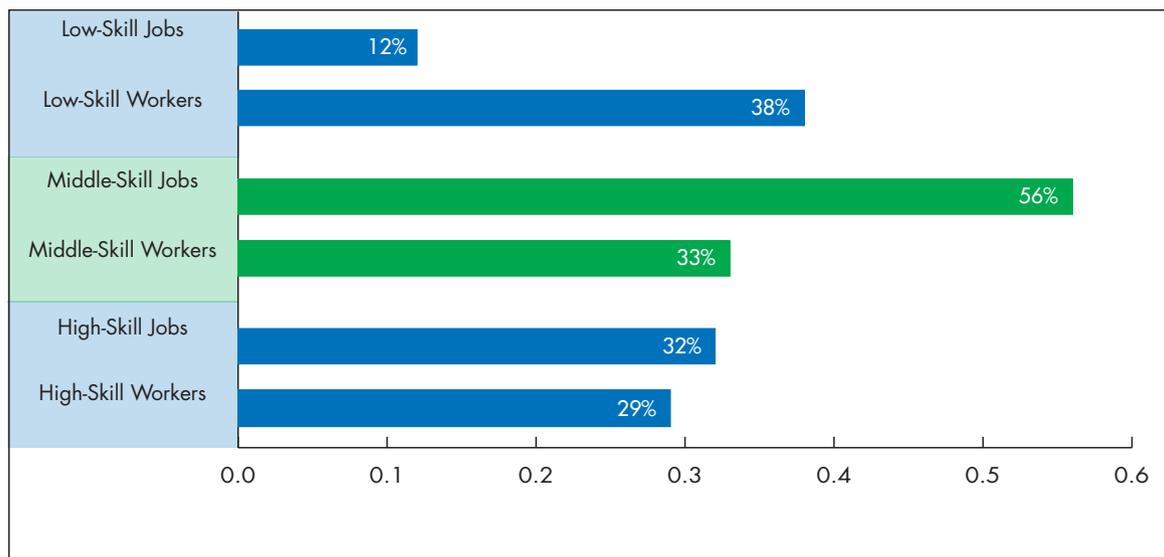
Iowa's Skilled Workforce Shortage

There is a strong correlation between the educational attainment of a state's working population and its median household income². One way a state can improve its ability to grow and attract high-wage employers and increase the strength of its economy is to invest in education and increase the number of well-educated workers in its population.

According to Iowa Workforce Development, the state currently has a shortage of workers with the skill levels needed to fill available jobs. In particular, Iowa has a shortage of workers who possess middle-skills. Jobs classified as middle-skill jobs are generally defined as those that require education and training beyond high school, but less than a bachelor's degree. Only 33 percent of Iowa's workers possess the skills to fill jobs considered to be middle-skill, while 56 percent of the jobs in the state require those skills³. [See figure 1]

Figure 1

Iowa's Jobs and Workers by Skill Level



Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development

- 1 The Iowa Skilled Workforce Tuition Grant is also referred to as the Kibbie Grant after former Iowa Senate President, Jack Kibbie, who sponsored the bill that created the grant during the 2012 session.
- 2 Berger, N., & Fisher, R. (2013). A well-educated workforce is key to state prosperity. *Economic Analysis and Research Network*.
- 3 Iowa Workforce Development (July, 2013). Middle-Skill Jobs in Iowa.

Iowa's Skilled Workforce Shortage, cont.

Iowa's need for a more educated workforce is expected to increase. By 2018, it is projected that 1.1 million jobs in Iowa, or 62 percent, will require postsecondary education or training beyond high school⁴. Currently, only 35.6 percent of Iowa's population over the age of 24 has an associate's degree or higher⁵.

The goal of the Kibbie Grant is to increase postsecondary access for Iowans willing to go into designated high-need fields. As a result, the program plays a role in increasing the number of workers with the skill levels needed to support Iowa's economy.

Key Milestones

May 7, 2012	Senate File (SF) 2321 approved by the General Assembly
May 25, 2012	SF2321 signed by the Governor
June 7, 2012	First discussion with constituents regarding administrative rule
August 21, 2012	List of eligible programs of study published
September 21, 2012	Proposed Administrative Rule (283 IAC 23)
October 2, 2012	Official Kibbie Grant awarding parameters published (awarding began)
November 11, 2012	Adopted Administrative Rule (283 IAC 23)

Conversations regarding the Kibbie Grant began almost immediately following the passage of SF2321. Within four months from the date the Governor signed SF2321 the first awards were authorized under the program. During that time, a tremendous amount of planning and evaluation was devoted to the implementation of the Kibbie Grant. Without the hard work and collaboration from officials at Iowa's community colleges, this expedient timeframe would not have been possible.

Appropriation History

The Iowa General Assembly appropriated \$5 million during the 2013 session to ensure a second year of awards under the program.

ACADEMIC YEAR	STATE APPROPRIATION
2012-13	\$5,000,000
2013-14	\$5,000,000

⁴ Georgetown University Center on Education and the Workforce (June, 2010). *The Midwest Challenge: Matching Jobs with Education in the Post-Recession Economy*.

⁵ U.S. Census Bureau, American Community Survey 3-Year Estimates 2009-2011.

Program Overview

The Kibbie Grant Program, named after former Iowa Senate President Jack Kibbie, provides need-based financial assistance to Iowa residents enrolled in high-demand career education (career-technical) and career option programs at Iowa community colleges. Grants for full-time students are designed to cover one half of the average tuition and mandatory fees at Iowa community colleges and can be adjusted based on the student's financial need and the amount of total funding available.

To be eligible, a student must:

- Be an Iowa resident;
- Be enrolled in at least three credit hours in a qualified program⁶ of study at an Iowa community college;
- File the Free Application for Federal Student Aid (FAFSA) on or before July 1 of each year.
- Have an Expected Family Contribution (EFC⁷) between \$0 and \$6,000 (for the 2012-13 academic year).

Eligible Programs of Study

An eligible student must be enrolled and attend a career education or career option program of study that trains the student in an occupation identified as having a shortage of skilled workers. A list of eligible programs is published each spring. Eligible programs of study are identified through two sources:

- Regional shortages identified by Iowa community colleges.
- Statewide shortages identified by the Iowa Department of Workforce Development, using the Department's most recent Workforce Needs Assessment Report.

In total, 56 eligible programs of study were identified for the 2012-13 year. Kibbie Grant recipients were enrolled in all but three of these programs.

⁶ A qualified program of study must be at least 15 weeks in length and Title IV eligible.

⁷ The Expected Family Contribution (EFC) is a measure of a family's financial strength and is calculated using data submitted on the FAFSA according to a formula established by federal law. Family size, number of family members in college, assets, taxed and untaxed income, and other benefits (unemployment or Social Security) are considered in the formula.

Program of Study Title	Recipients*	Expenditures	Percent of Total Expenditures
Registered Nursing/Registered Nurse	1,102	\$1,037,041	23.52%
Licensed Practical/Vocational Nurse Training	659	\$613,876	13.92%
Child Care Provider/Assistant.	289	\$250,295	5.68%
Welding Technology/Welder.	198	\$171,536	3.89%
Computer Programming, Specific Applications.	182	\$163,281	3.70%
Diesel Mechanics Technology/Technician.	127	\$155,217	3.52%
Electrical, Electronic and Communications Engineering Technology/Technician.	126	\$126,238	2.86%
Medical/Clinical Assistant.	107	\$119,818	2.72%
Pharmacy Technician/Assistant.	90	\$73,325	1.66%
Dental Hygiene/Hygienist.	79	\$101,338	2.30%
Computer Systems Networking and Telecommunications.	77	\$83,263	1.89%
Physical Therapy Technician/Assistant.	77	\$83,779	1.90%
Clinical/Medical Laboratory Technician.	77	\$70,645	1.60%
Computer/Information Technology Services Administration and Management, Other.	75	\$65,031	1.47%
Industrial Electronics Technology/Technician.	75	\$81,506	1.85%
Industrial Mechanics and Maintenance Technology.	69	\$59,505	1.35%
Dental Assisting/Assistant.	64	\$72,856	1.65%
Energy Management and Systems Technology/Technician.	62	\$81,951	1.86%
Machine Tool Technology/Machinist.	61	\$69,612	1.58%
Computer and Information Sciences and Support Services, Other.	60	\$72,943	1.65%
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	59	\$74,111	1.68%
Surgical Technology/Technologist.	56	\$63,981	1.45%
Web Page, Digital/Multimedia and Information Resources Design.	50	\$44,539	1.01%
Carpentry/Carpenter.	50	\$63,544	1.44%
Prepress/Desktop Publishing and Digital Imaging Design.	44	\$49,253	1.12%
Mechanical Drafting and Mechanical Drafting CAD/CADD.	44	\$51,289	1.16%
Network and System Administration/Administrator.	40	\$38,558	0.87%
Occupational Therapist Assistant.	39	\$47,561	1.08%
Telecommunications Technology/Technician.	38	\$46,390	1.05%
Electrician.	36	\$49,882	1.13%
Construction Trades, General.	32	\$31,368	0.71%
Business/Office Automation/Technology/Data Entry.	31	\$27,367	0.62%
Computer and Information Systems Security/Information Assurance.	24	\$25,801	0.59%
Tool and Die Technology/Technician.	24	\$31,575	0.72%
Construction Management.	21	\$24,867	0.56%
Biotechnology.	18	\$17,949	0.41%
Commercial and Advertising Art.	18	\$19,106	0.43%
Information Technology.	16	\$17,486	0.40%
Lineworker.	16	\$20,628	0.47%
Civil Engineering Technology/Technician.	15	\$16,476	0.37%
Robotics Technology/Technician.	12	\$16,013	0.36%
Water Quality and Wastewater Treatment Management and Recycling Technology/Technician.	11	\$7,857	0.18%
Manufacturing Engineering Technology/Technician.	11	\$8,905	0.20%
Architectural Drafting and Architectural CAD/CADD.	9	\$10,889	0.25%
Engineering Technology, General.	8	\$10,170	0.23%
Electrical and Power Transmission Installers, Other.	8	\$8,970	0.20%
CAD/CADD Drafting and/or Design Technology/Technician.	6	\$5,775	0.13%
Biology Technician/Biotechnology Laboratory Technician.	6	\$4,675	0.11%
Cabinetmaking and Millwork.	5	\$8,565	0.19%
Clinical/Medical Laboratory Assistant.	5	\$5,470	0.12%
Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist	3	\$4,745	0.11%
Web/Multimedia Management and Webmaster.	2	\$2,565	0.06%
Early Childhood Education and Teaching.	1	\$255	0.01%

Breakdown of Recipients by Program of Study (high level)

PROGRAM OF STUDY	NUMBER OF RECIPIENTS*	PERCENT OF ALL RECIPIENTS
Nursing & Allied Health Programs	2,355	53.35%
Advanced Manufacturing/Industrial Technology Programs	899	20.37%
Information Technology & Business Programs	601	13.62%
Miscellaneous Programs	308	6.98%
Construction & Building Trades Programs	227	5.14%
Biotechnology Programs	24	0.54%

**This is a report of the number of students who were enrolled in any of the Kibbie Grant Programs of Study throughout the 2012-13 award year. If a student enrolled in one eligible program of study in the fall, but enrolled in a different eligible program of study in the spring, that student would be counted under each of the two programs of study.*

Breakdown of Recipients and Expenditures by College

Community Colleges	Recipients	Expenditures	Percent of Total Expenditures
Des Moines Area Community College	788	800,716	18.16%
Eastern Iowa Community College	367	303,590	6.88%
Hawkeye Community College	375	370,538	8.40%
Indian Hills Community College	525	585,522	13.28%
Iowa Central Community College	252	248,993	5.65%
Iowa Lakes Community College	160	191,194	4.34%
Iowa Valley Community College	135	123,073	2.79%
Iowa Western Community College	232	222,421	5.04%
Kirkwood Community College	440	460,721	10.45%
North Iowa Area Community College	173	168,719	3.83%
Northeast Iowa Community College	251	272,404	6.18%
Northwest Iowa Community College	135	153,216	3.47%
Southeastern Community College	207	183,695	4.17%
Southwestern Community College	75	88,265	2.00%
Western Iowa Tech Community College	252	236,574	5.36%
Total	4,367	\$4,409,641	100.00%

This is a report of the unduplicated recipients and dollars associated with each individual community college.

Kibbie Grant Academic Year Award Methodology

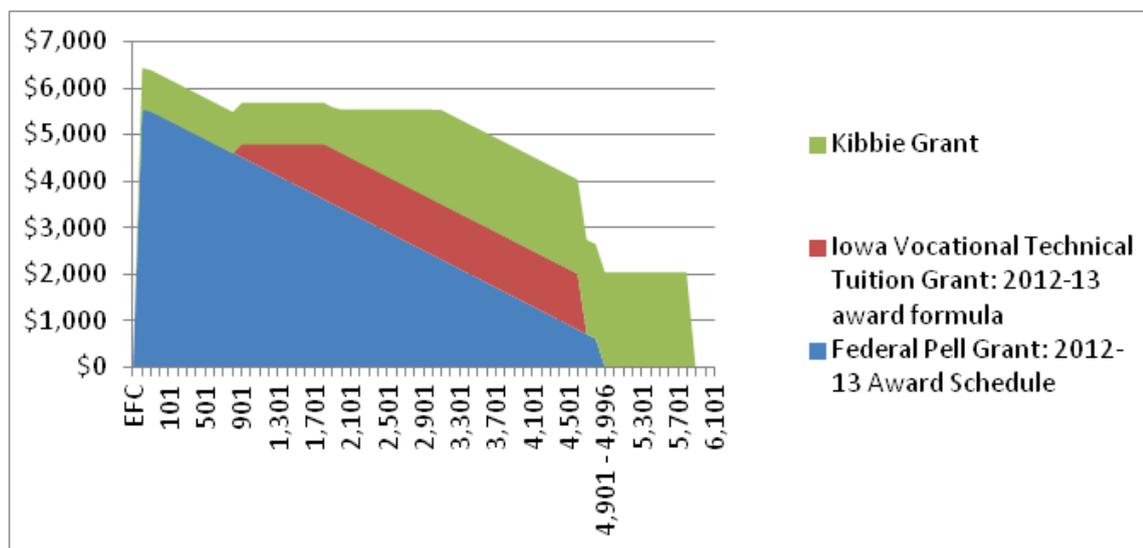
The Kibbie Grant is one of two state-funded grant programs the Commission administers specifically for students enrolled in career education and career option programs at Iowa community colleges. The second program, the Iowa Vocational Technical Tuition Grant (IVTG), has been operational since the 1974-75 academic year. IVTG provides need-based grants to students who enroll in any career education or career option course at an Iowa community college. The eligibility criteria for the Kibbie Grant and IVTG are generally the same, with three primary differences:

- The IVTG serves students in all career education and career option programs at Iowa community colleges, whereas the Kibbie Grant serves only students enrolled in targeted career education and career option programs that lead to occupations in Iowa that are experiencing a shortage of skilled workers.
- The maximum award for the IVTG is set statutorily at \$1,200, whereas the maximum award for the Kibbie Grant adjusts each year to fund one-half of the average tuition and mandatory fees at Iowa community colleges.
- The EFC range (\$801 - \$5,100) for the IVTG is more limited than that of the Kibbie Grant (\$0 - \$6,000), primarily due to the Kibbie Grant receiving a significantly larger appropriation to fund a smaller number of programs of study.

Given the similarities between the Kibbie Grant and the IVTG, stakeholders and Commission staff developed an awarding methodology that leverages the grant dollars from each program, as well as the Federal Pell Grant, to provide an adequate amount of grant aid to low-income students.

Kibbie Grants are awarded in conjunction with Federal Pell Grants and Iowa Vocational Technical Tuition Grants to leverage federal and state funding with the intent of making a community college education more affordable for low-income students. [See figure 2]

Figure 2



The left axis represents total grant dollars contributed per EFC among the Federal Pell Grant, Iowa Vocational Technical Tuition Grant, and the Kibbie Grant.

Overview of Award Year 2012-13

Approximately 29,025 FAFSA applications⁸ were considered for Kibbie Grant eligibility during the 2012-13 year. In total, 4,367 Iowa students received Kibbie Grants in the first year of the program. A total of \$4,409,641 was paid towards recipients' tuition and mandatory fee charges at Iowa community colleges.

A brief summary of the individuals served under the Kibbie Grant in 2012-13 is provided below:

- 55.3% of recipients had \$0 EFCs, the lowest EFC possible (the range of calculated EFCs is \$0 to \$99,999); compared to 38% of all undergraduate Iowa residents that completed the FAFSA.
- 39.3% of recipients were male and 60.7% were female. During the fall of 2012, 39.5% of postsecondary enrollments at Iowa colleges and universities were men and 60.5% were women⁹.
- 41.3% of recipients came from families where the reported highest education level completed for both parents was high school¹⁰.
- 29.9% of recipients came from families where one parent's reported highest education level completed was college (and the other parent's reported highest education level was high school or lower)¹⁰.
- 15.9% of recipients came from families where both parents' highest education level completed was college or beyond¹⁰.

8 FAFSA applications are measured by counting the number of unduplicated students that meet the following criteria:

- EFCs between \$0 and \$6,000, filed the FAFSA on or before July 1, 2012, listed an eligible Iowa community college on the FAFSA, and indicated on the FAFSA that their program of study would be:
 - An occupational or technical associate degree; or,
 - An occupational, technical, or education program certificate or diploma (of less than two years or more than two years); or,
 - Non-degree teaching credential; or,
 - Other/undecided.

9 The Iowa Coordinating Council on Post-High School Education, (Fall, 2012). Iowa College and University Enrollment Report. Retrieved from: <http://www.regents.iowa.gov/ICCPHSE/ICCPHSE2012Total.pdf>

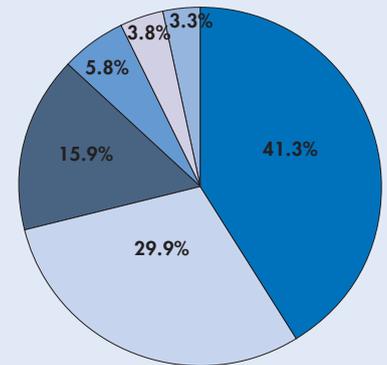
10 All FAFSA applicants are asked to report their parent's highest level of schooling completed. Possible responses are Middle School/Jr. High, High School, College or Beyond, and Other/unknown.

Grant Recipient Profile

Recipient's Median Adjusted Gross Income by Dependency Status on the FAFSA

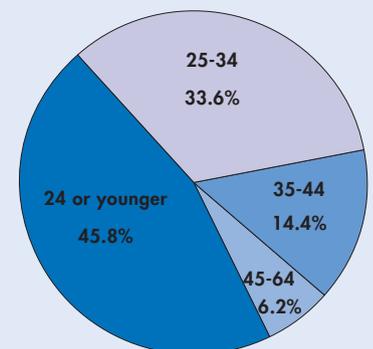
Dependent	Independent
\$34,321	\$16,896

Highest Level of Education Completed by Parents of Recipients



- One parent completed college, other parent is unknown
- Both parents are unknown
- One parent graduated high school or less, other parents is unknown
- Both parents graduated college
- One parent graduated college, other parent graduated high school or less
- Both parents graduated high school

Recipient's Age at Time of FAFSA Application



Program Budgeting and Planning

Commission staff annually projects the number of eligible recipients who will meet the EFC criteria, FAFSA filing deadline and enroll in eligible programs of study at Iowa community colleges. Staff sets these eligibility criteria with the intent of expending the entire appropriation. It is the Commission's goal to publish awarding parameters in March prior to the academic year for which students would qualify for grants. Once a college administrator receives the official awarding parameters from the Commission, every student that meets those parameters at that college for the entire academic year is awarded grant funds. It is important for the Commission to distribute the eligibility parameters for all Iowa students early in the application process to allow financial aid administrators to inform students of their eligibility for grant funds. This, in turn, gives the student the information they need to determine the cost of attending college.

Throughout the year, colleges report disbursements to the Commission and staff analyzes the budget to ensure that the original projections were accurate. All but \$590,359 of the 2012-13 Kibbie Grant appropriation was expended in the initial year of the program. Since the Kibbie Grant has the authority to carry over unspent funds until the 2014-15 academic year, no adjustments were made to the 2012-13 awarding parameters to expend these remaining dollars. Commission staff projects that this funding will be spent in the next two years due to scheduled increases in the Kibbie Grant maximum award and the possible addition of eligible programs of study.

Conclusion

There is a growing demand in Iowa's labor market for skilled workers in a variety of fields, particularly in jobs that require more than a high school diploma, but less than a four-year college degree. Many barriers exist that make it challenging for adults to increase their educational levels, including lack of financial aid and other support services, difficult transitions between educational programs and poor incentives¹¹. The Kibbie Grant helps to address these barriers, particularly in regards to financial aid and incentives as over half of the recipients during the 2012-13 award year were over the age of 24.

For Iowa to increase the strength of its economy it is important to make postsecondary education attainable for its citizens, particularly for adults with low education and skill levels. The Kibbie Grant is important in this effort as it provides financial assistance for Iowans to increase their skill levels to meet the needs of Iowa's workforce.

¹¹ National Governor's Association Center for Best Practices. Increasing Postsecondary Credential Attainment among Adult Workers: A Model for Governors. Retrieved from http://highered.colorado.gov/Publications/General/StrategicPlanning/Meetings/Resources/Pipeline/Pipeline_100317_Postsecondary_Credential_Attainment.pdf.



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